



TRAINING RESOURCES & DEVELOPMENT

"EDUCATION BUILDS AWARENESS"

COMMITTMENT

The **Utah Division of Multicultural Affairs** aims to centralize online resources related to diversity, equity, and inclusion. We believe that **education builds awareness** and can create understanding necessary to break down division. We are committed to identifying opportunities that cultivate vibrant communities and increase inclusive initiatives in Utah.

SELF-GUIDED LEARNING TOPICS



Facilitating Discussions

Foster conversations that encourage diverse perspectives.



Identifying Implicit Bias

Explore unconscious bias to create awareness and build empathy.



Fostering Inclusive Communities

Promote inclusion to leverage a community's full potential.

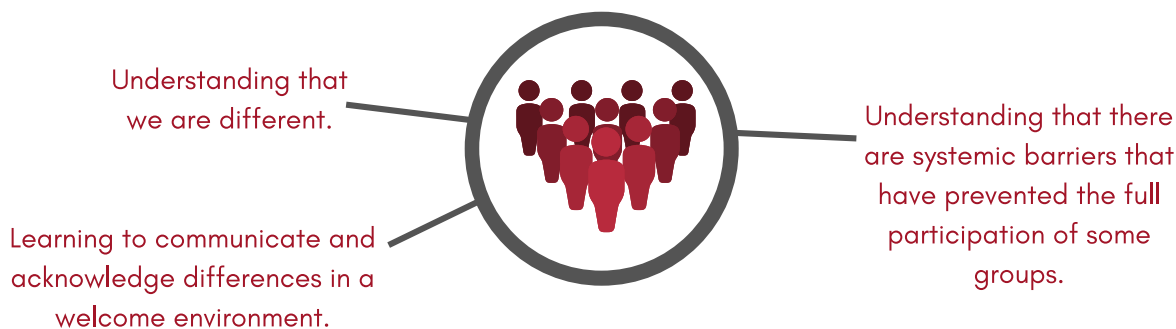


Unpacking Race

Discuss race relations in constructive ways.

To learn more, or to request a training, visit us at:
multicultural.utah.gov/trainingresourcesdevelopment/

WHAT IS DIVERSITY, EQUITY, AND INCLUSION?

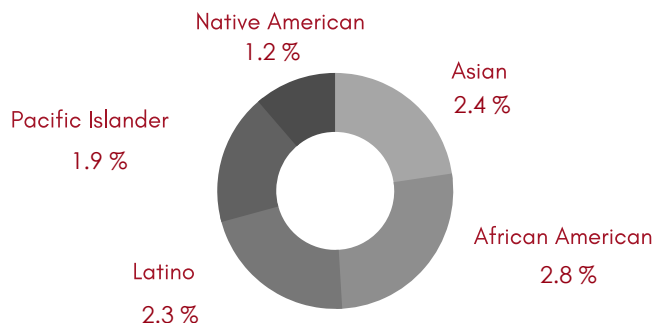


WHY DIVERSITY? THE DATA



Utah's minority population makes up 13.2% of Utah's total population

In 2065, 1 in every 3 Utahns will be a minority



Annual Growth Rates

Source: Kem C. Gardner Policy, "Utah's Increasing Diversity: Population Projections by Race/Ethnicity" (2019)

BETTER TOGETHER

BENEFITS OF DIVERSITY



Variety of perspectives and skills



Increased creativity



More thorough problem solving



Better connection with those you serve

Sources:

<https://bit.ly/2LfQUgf>

<https://bit.ly/2HxolEA>

<https://bit.ly/30MC3k6>

DRIVERS OF DIVERSITY

WAYS TO IMPACT DIVERSITY

- Acknowledge differences
- Encourage open dialogue
- Put policies into action
- Be proactive about inclusion

6 STEPS TO CREATING AN INCLUSIVE WORKFORCE

1. Educate your leaders
2. Form an inclusion council
3. Celebrate differences
4. Listen to employees
5. Hold effective meetings
6. Measure progress

Sources:

<https://bit.ly/2Uda8Y5>

<https://bit.ly/2Hp1EsR>

DIVERSITY IN UTAH

There are education and career gaps that we as a state need to address in order to progress as a unified workforce, marketplace, and society. Diversity, equity, and inclusion are key to elevating opportunities that cultivate vibrant communities in Utah.